FBI > Directors Office > Office of Professional Responsibility

Quarterly E-Mails: #1 - April 2006

Assault/Battery; Unprofessional Conduct; Driving Under Influence:

PENALTY: 37-day suspension. (Offense Codes/Penalty Guidelines 4.1, 5.21, 4.4)

Damage, Destruction, or Improper Disposal of Government Property:

PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 3.1)

Lack of Candor - Under Oath:

PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.6)

Loss of Government Property or Documents of a Sensitive/Valuable Nature:

PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 3.3)

Misuse of Government Credit Card - Personal Use:

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.8)

Misuse of Government Credit Card - Personal Use:

PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 3.8)

Misuse of Government Vehicle:

PENALTY: 50-day suspension. (Offense Codes/Penalty Guidelines 3.9 and 3.10)

Misuse of Position - Abuse of Authority:

PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 2.7)

Misuse of Position - Exploiting FBI Employment:

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PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 2.8)

Other Felonies:

PENALTY: Summary dismissal. (Offense Code/Penalty Guideline 4.7)

Sexual Misconduct - Nonconsensual:

PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.20)

Time and Attendance Fraud:

PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 2.2)

Time and Attendance Fraud:

PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 2.2)

Unprofessional Conduct - Off Duty:

PENALTY: Oral reprimand. (Offense Code/Penalty Guideline 5.21)

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Quarterly E-Mails: #2 - July 2006

DUI - Government Vehicle:

PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 4.3)

DUI - Privately Owned Vehicle:

PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 4.4)

False Information on Security Documents and Failure to Report Marriage:

PENALTY: 10-day suspension. (Offense Codes/Penalty Guidelines 2.1, 5.7)

False or Misleading Information on Employment Documents:

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 2.1)

Improper Personal Relationship with an Asset:

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PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 1.4)

Investigative Deficiency:

PENALTY: 45-day suspension. (Offense Codes/Penalty Guidelines 1.8, 2.3)

Lack of Candor; Tax Violations; Failure to Report Police Contact; Unauthorized Computer Access:

PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 3.5, 5.5, 5.7, 5.8)

Misuse of Government Property:

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.11)

Misuse of Government Property:

PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 3.6)

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Quarterly E-Mails: #3 - October 2006

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Assault/Battery: PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 4.1)

False or Misleading Information: PENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 2.1, 2.8)

False or Misleading Information: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 3.7, 3.10, 3.9)

False or Misleading Information and Lack of Candor Not Under Oath: PENALTY: 20-day suspension. (Offense Codes/Penalty Guidelines 2.2, 2.5)

Fraud/Theft: PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.5)

Investigative Deficiency: PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 1.8)

Investigative Deficiency: PENALTY: Letter of censure. (Offense Code/Penalty Guideline 1.8)

Lack of Candor Under Oath: PENALTY: Proposed for dismissal. Employee resigned under inquiry. (Offense Codes/Penalty Guidelines 2.6, 3.6, 5.17)

Misuse of Position:

(Offense Codes/Penalty Guidelines 2.7, 5.21)

Misuse of Position and DUI:

(Offense Codes/Penalty Guidelines 2.8, 5.8, 5.21)

Misuse of Position and DUI:

PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 4.4, 2.8, 5.21)

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Misuse of Weapon:

PENALTY: 3-day suspension. (Offense Code 5.13)

Sexual Misconduct, Misuse of Computer:

PENALTY: 15-day

(Offense Codes/Penalty Guidelines 5.20, 3.6, 5.4)

Unprofessional Conduct:

PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.22)

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Quarterly E-Mails: #4 - January 2007

Assault/Battery: PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 4.1 -- Assault/Battery)

Drug Use: PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline 4.2 -- Use/Possession of Drugs)

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False Information: PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 2.1 -- False/Misleading Information in Employment/Security Documents)

False Information: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.6, 3.6, 4.5 -- False/Misleading Information re: Fiscal Matters, Lack of Candor Under Oath, Misuse of Gvt Computers, Fraud/Theft)

False Information: PENALTY: The employee resigned under inquiry. (Offense Codes/Penalty Guidelines 2.2, 2.6 -- False/Misleading Information re: Fiscal Matters, Lack of Candor Under Oath)

Investigative Deficiency and Insubordination: PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 1.6, 1.7, 5.11 -- Investigative Deficiency re: Handling of Documents, Investigative Deficiency Related to Judicial Proceedings, Insubordination)

Lack of Candor, AWOL, Bad Debts: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 5.23 -- Lack of Candor Not Under Oath, Lack of Candor Under Oath, Violation of Miscellaneous Rules/Regs)

Lack of Candor Not Under Oath, Unprofessional Conduct, Misuse of Position, Failure to Report: PENALTY: 50-day suspension. (Offense Codes 2.5, 5.21, 5.23 -- Lack of Candor Not Under Oath,

Unprofessional Conduct Off Duty, Violation of Miscellaneous Rules/Regs)

Lack of Candor Not Under Oath, Security Violation:

PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 2.5, 5.17 -- Lack of Candor Not Under Oath, Security Violation)

Lack of Candor Not Under Oath, Misuse of FBI Databases, Unauthorized Disclosures:

PENALTY: Dismissal. (Offense Codes 2.5, 3.5, 4.10 -- Lack of Candor Not Under Oath, Misuse of FBI Databases, Unauthorized Disclosures)

Lack of Candor Under Oath:

PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.22, 5.23 -- Lack of Candor Under Oath, Unprofessional Conduct On Duty, Violation of Miscellaneous Rules/Regs)

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Lack of Candor Under Oath, Disruptive Behavior:

PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.4 -- Lack of Candor Under Oath, Disruptive Behavior)

Misuse of Position:

PENALTY: 14-day suspension (Offense Code/Penalty Guideline 2.7 -- Misuse of Position)

Misuse of Government Computers:

PENALTY: 14-day suspension. (Offense Code/Penalty Guideline 3.6 -- Misuse of Government Computer)

Obstruction of Administrative Inquiry:

PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 2.11, 5.2 -- Lack of Candor Under Oath, Obstruction of OPR Matter, Dereliction of Supervisory Responsibility)

Other Misdemeanors:

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 4.8 -- Other Misdemeanors)

Sexual Misconduct:

PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.20 -- Sexual Misconduct)

Unprofessional Conduct Off Duty

PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.21 -- Unprofessional Conduct Off Duty)

Violation of Ethical Guidelines, T&A Fraud:

PENALTY: The employee resigned after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.12, 2.2 -- Violation of Ethical Guidelines, False/Misleading Information re: Fiscal Matters)

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Quarterly E-Mails: #5 - April 2007

Assault/Battery: [redacted] PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 4.1 -- Assault and Battery)

Association with Criminal Element: [redacted] PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 4.9, 5.9 -- Lack of Candor Not Under Oath and Under Oath; Unauthorized Disclosure of Law-Enforcement Sensitive Information; Improper Relationship with Criminal Element)

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Consumption of Alcohol: [redacted] PENALTY: 7-day suspension. (Offense Codes/Penalty Guidelines 5.1, 5.2 -- Under the Influence While on Duty; Dereliction of Supervisory Responsibility)

False Information: [redacted] PENALTY: The employee resigned after being proposed for dismissal. (Offense Code/Penalty Guideline 2.2 -- False/Misleading Information in Fiscal Matters)

False Information [redacted] ENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.5, 5.11, 5.17 -- False/Misleading Information in Fiscal Matters; Lack of Candor Not Under Oath; Insubordination; Security Violation for Failing to Secure Sensitive Materials)

Lost Badge: [redacted] PENALTY: 3-day suspension. (Offense Codes/Penalty Guidelines 3.2, 5.7 -- Loss of Badge; Failure to Report)

Misdemeanor: [redacted] PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 4.8 -- Other Misdemeanors)

Misuse of Government Computer: [redacted] PENALTY: 5-day suspension. (Offense Table/Penalty Guideline 3.6 -- Misuse of Government Computer)

Misuse of Position: [redacted] PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 2.8 -- Misuse of Position by Exploiting FBI Employment)

Unauthorized Disclosure: [redacted] PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 4.9 -- Unauthorized Disclosure of Law-Enforcement Sensitive Information)

Unprofessional Conduct; Lack of Candor: [redacted] PENALTY: Dismissal (Offense Codes/Penalty Guidelines 2.6, 5.21 -- Lack of Candor Under Oath; Unprofessional Conduct Off Duty)

Unprofessional Conduct; Sexual Misconduct: [redacted] PENALTY: 36-day suspension. (Offense Codes/Penalty Guidelines 5.1, 5.2, 5.19, 5.21, 5.22 -- Under the Influence While on Duty; Dereliction of Supervisory Responsibility; Improper Relationship w/ Subordinate; Unprofessional Conduct On and Off Duty)

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Quarterly E-Mails: #6 - July 2007

Association with Criminal Element; Misuse of FBI Databases: [redacted] PENALTY: 15-day suspension. (Offense Codes/Penalty Guidelines 3.5, 5.9 -- Misuse of FBI Databases; Improper Relationship with Criminal Element)

Damage to Government Property; Commission of Security Violations: [redacted] PENALTY: 30-day suspension. (Offense Codes/Penalty Guidelines 3.1, 5.17 -- Damage of Government Property; Security Violation)

Failure to Cooperate; Disruptive Behavior; Insubordination; AWOL: [redacted] PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.10, 5.4, 5.11, 5.23 -- Failure to Cooperate in OPR Matter; Disruptive Behavior; Insubordination; Violation of Miscellaneous Rules and Regulations)

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Failure to Pay Taxes; Lack of Candor Under Oath: [redacted] PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.5 -- Lack of Candor Under Oath; Failure to Honor Just Debts)

Failure to Report Spouse's Arrest; Misuse of Government Credit Card; Failure to Properly Destroy Evidence: [redacted] PENALTY: 3-day suspension. (Offense Codes/Penalty Guidelines 1.6, 3.8, 5.7 -- Improper Handling of Documents; Misuse of Government Credit Card; Failure to Report)

Falsification of Official Documents: [redacted] PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.4 -- False Information in Official Documents)

Falsification of Official Documents; Lack of Candor: [redacted] PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.3, 2.5 -- False Information in Investigative Documents; Lack of Candor Not Under Oath)

Improper Personal Relationship with Source; Unauthorized Disclosure of Law Enforcement Sensitive Information: [redacted]

[redacted] PENALTY: 19-day suspension. (Offense Codes/Penalty Guidelines 1.4, 4.9 -- Improper Personal Relationship with Source; Unauthorized Disclosure of Law Enforcement Sensitive Information)

Indecent Acts; Misuse of Government Computer: [redacted] PENALTY: 22-day suspension. (Offense Codes/Penalty Guidelines 3.6, 4.6 -- Misuse of Government Computer; Indecent Acts)

Misdemeanor; Misuse of Government Vehicle: [redacted] PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 3.10, 4.8 -- Misuse of Government Vehicle; Other Misdemeanors)

Misuse of Government Credit Card; Falsification of Travel Vouchers [redacted] PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 3.7, 3.8 -- False Information on Fiscal-Related Documents; Misuse of Government Credit Card to Purchase Gasoline; Misuse of Government Credit Card for Other Personal Purchases)

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Misuse of Government Databases: [redacted] PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.5 -- Misuse of Database)

Misuse of Weapon -- Safety Violation: [redacted] PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.13 -- Misuse of Weapon/Safety Violation)

Theft; Misuse of Position; Insubordination; Lack of Candor [redacted] PENALTY: The employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 2.6, 2.8, 4.5, 5.11 -- Lack of Candor Not Under Oath; Lack of Candor Under Oath; Misuse of Position; Theft; Insubordination)

Unprofessional Off-Duty Conduct; Disruptive Behavior; Insubordination; Lack of Candor: [redacted] PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.4, 5.11, 5.21 -- Lack of Candor Under Oath; Disruptive Behavior; Insubordination; Unprofessional Off-Duty Conduct)

Unprofessional Off-Duty Conduct; Misuse of Position: [redacted] PENALTY: 20-day suspension. (Offense Codes/Penalty Guidelines 2.8, 5.21 -- Misuse of Position; Unprofessional Off-Duty

Conduct)

Unprofessional On-Duty Conduct: [redacted]

[redacted] PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 5.22 -- Unprofessional On-Duty Conduct)

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Quarterly E-Mails: #7 - October 2007

1) Disruptive Behavior: PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.4 -- Disruptive Behavior)

2) Domestic Abuse: PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 4.1 -- Assault/Battery)

3) Drug Use: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, 4.2 -- False Information on Security Document; Drugs Use)

4) DUI: PENALTY: The employee retired after being proposed for a 60-day suspension. (Offense Code/Penalty Guideline 4.4 -- DUI in Privately Owned Vehicle)

5) Failure to Report; Engaging in Misdemeanor: PENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.8 -- Other Misdemeanors; Failure to Report)

6) Improper Relationship w/ Source; Violation of Operational Guidelines: PENALTY: 21-day suspension. (Offense Codes/Penalty Guidelines 1.2, 1.4, 1.5 -- Improper Financial Relationship w/ Source; Improper Personal Relationship w/ Source; Violation of Operational Guidelines)

7) Improper Relationship w/ Subordinate PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.10 -- Improper Relationship w/ Subordinate)

8) Investigative Deficiency: PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 1.6 -- Investigative Deficiency)

9) Investigative Deficiency; Unprofessional Conduct PENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 1.8, 5.6, 5.22 -- Investigative Deficiency; Failure to Perform Prescribed Duties; Unprofessional Conduct)

10) Lack of Candor:

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[redacted] PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.23 -- Lack of Candor Under Oath; Violation of Miscellaneous Rules)

11) Lack of Candor; T&A Fraud: [redacted] PENALTY: The employee resigned after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.5: False Information re Fiscal Matters; Lack of Candor)

12) Misuse of FBI Databases: [redacted] PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 3.5 -- Misuse of FBI Databases)

13) Misuse of Government Computer: [redacted] PENALTY: 5-day suspension. (Offense Codes/Penalty Guidelines 3.6, 5.18 -- Misuse of Government Computer; Security Violation)

14) Misuse of Government Credit Card: [redacted] PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.8 -- Misuse of Government Credit Card)

15) Misuse of Government Property: [redacted] PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 3.11 -- Misuse of Government Property)

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16) Misuse of Government Vehicle; T&A Fraud: [redacted] PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 2.2, 3.10 -- False Information re Fiscal Matters; Misuse of Government Vehicle)

17) T&A Fraud: [redacted] PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 2.2 -- False Information re Fiscal Matters)

18) Theft: [redacted] PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.5, 4.5 -- Lack of Candor Not Under Oath; Theft)

19) Theft: [redacted] PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.5 -- Theft)

20) Unauthorized Disclosure: [redacted] PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 4.9 -- Unauthorized Disclosure of Law-Enforcement Sensitive Information)

21) Unprofessional Behavior: [redacted] PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.22 -- Unprofessional Conduct)

22) Voucher Fraud: [redacted]

[redacted] PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2 -- False Information re Fiscal Matters)

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Quarterly E-Mails: #8 - January 2008

1) Abuse of Position; Lack of Candor Under Oath: [redacted]

[redacted] PENALTY: Employee resigned after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.6, 2.8, 3.9, 4.9, 5.17, 5.21 -- False Information re Fiscal Matters; Lack of Candor Under Oath; Misuse of Position; Misuse of Government Vehicle; Unauthorized Disclosure of Classified Information; Security Violation; Unprofessional Conduct)

2) Disruptive Behavior; Insubordination: [redacted]

[redacted] PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 5.11, 5.4 -- False Information re Fiscal Matters; Insubordination; Disruptive Behavior)

3) Disruptive Behavior; Insubordination [redacted]

[redacted] PENALTY: 37-day suspension. (Offense Codes/Penalty Guidelines: 5.4, 5.11 -- Disruptive Behavior; Insubordination)

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4) DUI: [redacted]

[redacted] PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 4.1, 4.4 -- Assault/Battery; DUI in Privately Owned Vehicle)

5) DUI; Misuse of Position: [redacted]

[redacted] PENALTY: 50-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.4 -- Misuse of Position; DUI in Privately Owned Vehicle)

6) Failure to Cooperate; Unauthorized Disclosure: [redacted]

[redacted] PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.10, 3.5, 4.9 -- Failure to Cooperate in OPR Investigation; Misuse of FBI Databases; Unauthorized Disclosure of Classified Information)

7) Felonious Behavior: [redacted]

[redacted] PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline 4.7 -- Other Felonies)

8) Felonious Behavior: [redacted] PENALTIES: 3-day suspensions. (Offense Code/Penalty Guideline 4.7 -- Other Felonies)

9) Felonious Behavior: [redacted] PENALTY: Employee retired after being proposed for dismissal. (Offense Codes/Penalty Guidelines 4.7, 5.5 -- Other Felonies; Failure to Honor Just Debts)

10) Improper Personal Relationship with Source; Misuse of Government Vehicle [redacted] PENALTY: 25-day suspension. (Offense Codes/Penalty Guidelines 1.4, 1.5, 3.9 -- Improper Personal Relationship with Source; Violation of Operational Guidelines Governing Sources; Misuse of Government Vehicle)

11) Insubordination: [redacted] PENALTY: Dismissal. (Offense Code/Penalty Guideline 5.11 -- Insubordination)

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12) Investigative Deficiency -- Misconduct Related to Judicial Proceedings [redacted] PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 1.7 -- Investigative Deficiency/Misconduct Related to Judicial Proceedings)

13) Lack of Candor; False Information in Official Document: [redacted] PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.1, 2.6 -- Misleading Information in Official Documents; Lack of Candor Under Oath)

14) Misdemeanant Behavior; False Information on Official Documents: [redacted] PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 2.4, 4.8 -- False Information re Other Official Matters; Other Misdemeanors)

15) Misuse of FBI Databases: [redacted]

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.5 -- Misuse of FBI Databases)

16) Misuse of Government Computer:

PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 3.6 -- Misuse of Government Computer)

17) Misuse of Government Credit card; Lack of Candor Under Oath:

PENALTY: Employee resigned after being proposed for dismissal. (Offense Codes/Penalty Guidelines 3.7, 2.5, 2.6 -- Misuse of Government Credit Card re Gas Purchases; Lack of Candor Not Under Oath; Lack of Candor Under Oath)

18) Misuse of Government Vehicle; Unprofessional Conduct; Unauthorized Disclosure:

PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 3.10, 4.8, 4.9, 5.21 -- Misuse of Government Vehicle; Misdemeanor; Unauthorized Disclosure of Law Enforcement Sensitive Information; Unprofessional Conduct)

19) Misuse of Position; Unauthorized Disclosure:

PENALTY: 10-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.9 -- Misuse of Position; Unauthorized Disclosure of Law Enforcement Sensitive Information)

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20) Misuse of Weapon:

PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 5.13: Misuse of Weapon/Safety Violation)

21) Obstruction of OPR Process; Sexual Misconduct; Lack of Candor:

PENALTY: Dismissal. (Offense Codes/Penalty Guidelines: 2.6, 2.11, 5.20 -- Lack of Candor Under Oath; Obstruction of OPR Process; Sexual Misconduct of Non-Consensual Nature)

22) T&A Fraud:

PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 2.2 -- False/Misleading Information re Fiscal Matters)

23) Transit Subsidies

PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 2.2 -- False/Misleading Information re Fiscal Matters)

24) Transit Subsidies:

PENALTY: 13-day suspension. (Offense Codes/Penalty Guidelines: 2.2, 3.11 -- False/Misleading Information re Fiscal Matters; Misuse of Government Property)

25) Unprofessional Conduct:

PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.21 -- Unprofessional Conduct)

26) Violation of Miscellaneous Rules/Regulations:

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.23 -- Violation of Miscellaneous Rules/Regulations)

27) Violation of Operational Guidelines Governing Sources:

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 1.5 -- Violation of Operational Guidelines Governing Sources)

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Quarterly E-Mails: #9 - April 2008

1) Domestic Violence: PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 4.1 -- Assault/Battery)

2) DUI; Misuse of Position: PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 4.4, 2.8 -- DUI in Privately-Owned Vehicle; Misuse of Position)

3) Engaging in Conduct that Constitutes Felony: PENALTY: Summary Dismissal. (Offense Code/Penalty Guideline 4.7 -- Other Felonies)

4) Engaging in Conduct that Constitutes Felony: PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 4.7 -- Other Felonies)

5) Failure to Perform Prescribed Duties: PENALTY: 14-day suspension. (Offense Code/Penalty Guideline 5.6 -- Failure to Perform Prescribed Duties)

6) Illegal Drug Use: PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.2 -- Drug Use)

7) Improper Personal Relationship with Source; Misuse of Bureau Vehicle; Lack of Candor: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.4, 2.6, 3.10 -- Improper Personal Relationship with Source; Lack of Candor Under Oath; Misuse of Government Vehicle/Title 31)

8) Investigative Deficiency - Improper Handling of Gvt Property: PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 1.6 -- Investigative Deficiency/Improper Handling of Property in the Control of the Government)

9) Investigative Deficiency - Improper Handling of Gvt Property: PENALTY: Letter of Censure. (Offense Code/Penalty Guideline 1.6 -- Investigative Deficiency/Improper Handling of Property under the Control of the Government)

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10) Investigative Deficiency - Improper Handling of Gvt Property:

PENALTY: 20-day suspension. (Offense Codes/Penalty Guidelines 1.6, 3.6 -- Investigative Deficiency/Improper Handling of Property under the Control of the Government; Misuse of Government Computer)

11) Investigative Deficiency - Misconduct Related to Judicial Proceedings:

PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 1.7 -- Investigative Deficiency/Misconduct Related to Judicial Proceedings)

12) Lack of Candor:

PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.6 -- Lack of Candor Under Oath)

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13) Misuse of Bureau Vehicle:

PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 3.10 -- Misuse of Government Vehicle/Title 31)

14) Misuse of FBI Databases; Unauthorized Disclosure:

PENALTY: 30-day suspension. (Offense Codes/Penalty Guidelines 3.5, 4.9 - - Misuse of FBI Databases; Unauthorized Disclosure)

15) Misuse of Gvt Credit Card:

PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 3.8 -- Misuse of Government Credit Card)

16) Misuse of Gvt Credit Card:

PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 3.8 -- Misuse of Government Credit Card)

17) Misuse of Gvt Property; Indecent Acts:

PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 3.11, 4.6 -- Misuse of Government Property; Indecent Acts)

18) Misuse of Position: [redacted] PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 2.8 -- Misuse of Position)

19) Misuse of Position; Engaging in Conduct that Constitutes Misdemeanor: [redacted] PENALTY: 20-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.8 -- Misuse of Position; Other Misdemeanors)

20) Misuse of Weapon/Safety Violation: [redacted] PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.13: Misuse of Weapon/Safety Violation)

21) Theft: [redacted] PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.5 -- Theft)

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22) Theft; Lack of Candor Not Under Oath; Failure to Cooperate in OPR Proceeding: [redacted] PENALTY: Employee resigned after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 4.5, 2.10 -- Lack of Candor Not Under Oath; Theft; Failure to Cooperate in OPR Proceedings)

23) Unprofessional Conduct; Misuse of Position; Lack of Candor: [redacted] PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 2.8, 5.21 -- Lack of Candor Under Oath; Misuse of Position; Unprofessional Conduct)

24) Voucher Fraud: [redacted] PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.2 -- False Information relating to Fiscal Matters)

25) Voucher Fraud: [redacted] PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.2 -- False Information relating to Fiscal Matters)

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For questions or comments, contact [redacted] DO)(FBI) Last modified on 9/19/2008 3:16:47 PM

FBI > Directors Office > Office of Professional Responsibility

Quarterly E-Mails: #10 - July 2008

1) DUI: PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.4 -- Misuse of Position; DUI in Privately Owned Vehicle)

2) DUI: PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 4.4 -- DUI in Privately Owned Vehicle)

3) DUI; Insurance Fraud: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 4.4, 4.5 -- DUI in Privately Owned Vehicle; Fraud)

4) DUI; Misuse of Government Vehicle: PENALTY: 60-day suspension. (Offense Codes/Penalty Guidelines 3.10, 4.3 -- Misuse of Government Vehicle; DUI in Government Vehicle)

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5) Engaging in Conduct that Constitutes a Misdemeanor; Unprofessional Conduct: PENALTY: 17-day suspension. (Offense Codes/Penalty Guidelines 4.8, 5.21 -- Other Misdemeanors; Unprofessional Conduct)

6) Ethics Violations: PENALTY: Letter of Censure. (Offense Code/Penalty Guideline 2.12 -- Violation of Ethical Guidelines)

7) Failure to Perform Duties:

PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 5.6, 5.23 -- Lack of Candor Under Oath; Failure to Perform Prescribed Duties; Violation of Miscellaneous Rules)

8) Failure to Secure Sensitive Materials:

PENALTY: 10-day suspension. (Offense Code/Penalty Guideline 5.17 -- Failure to Secure Sensitive Materials)

9) Improper Handling of Sensitive Documents:

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 1.6 -- Improper Handling of Documents/Property in the Care, Custody, or Control of the Government)

10) Improper Handling of Sensitive Materials:

PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 1.6 -- Improper Handling of Documents/Property in the Care, Custody, or Control of the Government)

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11) Lack of Candor; Investigative Deficiency; Unauthorized Disclosure:

PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 1.7, 2.6, 4.9 -- Investigative Deficiency; Lack of Candor Under Oath; Unauthorized Disclosure of Law Enforcement Sensitive Information)

12) Loss of Government Property of a Sensitive/Valuable Nature:

PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 3.3 -- Loss of Government Property of a Sensitive/Valuable Nature)

13) Misuse of Government Credit Card:

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.8 -- Misuse of Government Credit Card)

14) Misuse of Government Credit Card:

PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 3.8 -- Misuse of Government Credit Card)

15) Misuse of Position; Misuse of Government Vehicle:

PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 2.8, 3.9, 3.10 -- Misuse of Position; Misuse of Government Vehicle)

16) Sexual Misconduct:

PENALTY: 14-day suspension. (Offense Codes/Penalty Guidelines 2.5, 5.19 -- Lack of Candor Not Under Oath; Consensual Sexual Misconduct)

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17) Sexual Misconduct:

PENALTY: 21-day suspension. (Offense Codes/Penalty Guidelines 2.5, 5.10 -- Lack of Candor Not Under Oath; Improper Relationship with Subordinate)

18) T&A Fraud:

PENALTY: 60-day suspension. (Offense Code/Penalty Guideline 2.2 -- False Information Relating to Fiscal Matters)

19) T&A Fraud:

PENALTY: Dismissal. (Offense Code/Penalty Guideline 2.2 -- False Information Relating to Fiscal Matters)

20) T&A Fraud:

PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.2, 2.5 -- False Information Relating to Fiscal Matters; Lack of Candor Not Under Oath)

21) Unprofessional Conduct:

[redacted] PENALTY: 10-day suspension. (Offense Codes/Penalty Guidelines 5.13, 5.21 -- Weapons Safety Violation; Unprofessional Conduct)

22) Unprofessional Conduct: [redacted] PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.22 -- Unprofessional Conduct)

23) Unprofessional Conduct: [redacted] PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.22 -- Unprofessional Conduct)

24) Unprofessional Conduct: [redacted] PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 5.21 -- Unprofessional Conduct)

25) Voucher Fraud [redacted] PENALTY: Dismissal. U.S. Attorney's Office declined prosecution. (Offense Code/Penalty Guideline 2.2 -- False Information Relating to Fiscal Matters)

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For questions or comments, contact [redacted] (DO)(FBI) Last modified on 6/29/2009 6:3

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FBI > Directors Office > Office of Professional Responsibility

Quarterly E-Mails: #11 - October 2008

1. Assault and Battery; Public Intoxication:

PENALTY: 30-day suspension. (Offense Codes/Penalty Guidelines 4.1, 4.8 -- Assault & Battery; Other Misdemeanors)

2. Dereliction of Supervisory Responsibilities; Falsification of T&A Records:

PENALTY: 29-day suspension. (Offense Codes/Penalty Guidelines 2.2, 5.2 -- False Information Related to Fiscal Matters; Dereliction of Supervisory Responsibility)

3. DUI; Misuse of Position:

PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.4 -- Misuse of Position; DUI)

4. Falsification of Invoices; Insubordination:

PENALTY: 60-day suspension and demotion from supervisory position. (Offense Codes/Penalty Guidelines 4.7, 5.11 -- Felonious Conduct; Insubordination)

5. Investigative Deficiency:

PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 1.7 -- Investigative Deficiency Related to Judicial Proceedings)

6. Loss of Gvt Property:

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 3.3 -- Loss of Government Property)

7. Misuse of Gvt Credit Card:

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PENALTY: 15-day suspension. (Offense Codes/Penalty Guidelines 3.7, 3.8 -- Misuse of Government Credit Card for Gasoline; Misuse of Government Credit Card for Other Personal Uses)

8. Misuse of Gvt Credit Card:

PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 3.8 -- Misuse of Government Credit Card for Personal Use)

9. Misuse of Gvt Vehicle:

PENALTY: 14-day suspension. (Offense Code/Penalty Guideline 3.9 -- Misuse of Government Vehicle, Non-Title 31)

10. Misuse of Gvt Vehicle; Lack of Candor Not Under Oath:

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PENALTY: 60-day suspension. The employee resigned after being proposed for suspension. (Offense Codes/Penalty Guidelines 2.5, 3.10 -- Lack of Candor Not Under Oath; Misuse of Government Vehicle)

11. Misuse of Gvt Vehicle; Loss of Weapon:

PENALTY: 35-day suspension. (Offense Codes/Penalty Guidelines 3.4, 3.10 -- Loss of Weapon; Misuse of Government Vehicle)

12. Misuse of Gvt Vehicle; Sexual Misconduct:

PENALTY: 30-day suspension. (Offense Codes/Penalty Guidelines 3.10, 5.19 -- Misuse of Government Vehicle; Sexual Misconduct)

13. Misuse of Position:

PENALTY: Letter of Censure. (Offense Code/Penalty Guideline 2.7 -- Misuse of Position)

14. Misuse of Position:

PENALTY: 5-day suspension. (Offense Code/Penalty Guideline 2.8 -- Misuse of Position)

15. Misuse of Position; Misuse of Gvt Property; Lack of Candor Under Oath:

PENALTY: Dismissal. (Offense Codes/Penalty Guidelines 2.6, 2.8, 3.11 -- Lack of Candor Under Oath; Misuse of Position; Misuse of Government Property)

16. Misuse of Position; Unprofessional Conduct:

PENALTY: 15-day suspension. (Offense Codes/Penalty Guidelines 2.8, 5.21 -- Misuse of Position; Unprofessional Conduct)

17. Security Violation:

PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.18 -- Security Violation)

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18. Security Violation; Falsified Document:

PENALTY: 10-day suspension. (Offense Codes/Penalty Guidelines 2.1, 5.18 -- False Information in Security Document; Security Violation)

19. T&A Fraud:

PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 2.2 -- False Information Relating to Fiscal Matters)

20. Violation of Ethical Guidelines:

PENALTY: 15-day suspension. (Offense Code/Penalty Guideline 2.12 -- Violation of Ethical Guidelines)

21. Violation of Miscellaneous Rules:

[redacted] PENALTY: 5-day suspension and reimbursement of the funds the Bureau was unable to recover. (Offense Code/Penalty Guideline 5.23 -- Violation of Miscellaneous Rules)

22. Violation of Miscellaneous Rules; Misuse of Database; Lack of Candor Not Under Oath; [redacted]

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[redacted]. PENALTY: Dismissal. The employee resigned after being proposed for dismissal. (Offense Codes/Penalty Guidelines 2.5, 3.5, 5.23 -- Lack of Candor Not Under Oath; Misuse of FBI Database; Violation of Miscellaneous Rules)

For questions or comments, contact [redacted] DO)(FBI) Last modified on 10/1/200 b6 b7C 4 PM

FBI > Directors Office > Office of Professional Responsibility

Quarterly E-Mails: #12 - January 2009

1. DUI: PENALTY: 45-day suspension. (Offense Code/Penalty Guideline 4.4 -- DUI/POV)

2. Failure to Perform Duties: PENALTY: Dismissal. (Offense Codes/Penalty Guidelines: 5.6, 5.23 -- Failure to Perform Prescribed Duties; Violation of Miscellaneous Rules)

3. Improper Relationship with Source: PENALTY: 40-day suspension. (Offense Codes/Penalty Guidelines 1.4, 3.10, 5.19 -- Improper Personal Relationship w/ Source; Misuse of Government Vehicle; Sexual Misconduct)

4. Insubordination: PENALTY: 14-day suspension. (Offense Codes/Penalty Guidelines 1.4, 5.11 -- Improper Personal Relationship w/ Source; Insubordination)

5. Insubordination PENALTY: 7-day suspension. (Offense Code/Penalty Guideline 5.11 -- Insubordination)

6. Investigative Dereliction

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PENALTY: 15-day suspension. (Offense Codes/Penalty Guidelines 1.6, 1.8 -- Investigative Deficiency/Improper Handling of Property; Investigative Deficiency/Violation of Operational Guidelines)

7. Misuse of Government Vehicle:

PENALTY: 55-day suspension. (Offense Codes/Penalty Guidelines 3.9, 3.10 -- Misuse of Government Vehicle/Unauthorized Passenger; Misuse of Government Vehicle/Unofficial Use)

8. Misuse of Position:

PENALTY: 3-day suspension. (Offense Code/Penalty Guideline 2.8 -- Misuse of Position)

9. Misuse of Position

PENALTY: 30-day suspension. (Offense Code/Penalty Guideline 2.8 -- Misuse of Position)

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10. Misuse of Position; DUI; Unprofessional Conduct:

PENALTY: 55-day suspension. (Offense Codes/Penalty Guidelines 2.8, 4.4, 5.21 -- Misuse of Position; DUI/POV; Unprofessional Conduct)

11. Misuse of Position; Unprofessional Conduct:

PENALTY: 27-day suspension. (Offense Codes/Penalty Guidelines 2.8, 5.21 -- Misuse of Position; Unprofessional Conduct)

12. Mortgage Fraud: PENALTY: Dismissal. (Offense Code/Penalty Guideline 4.5 -- Fraud)

13. T&A Fraud: PENALTY: Dismissal; Employee resigned prior to receiving final letter. (Offense Code/Penalty Guideline 2.2 -- False or Misleading Information re Fiscal Matters)

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14. Unprofessional Conduct: PENALTY: Letter of Censure. (Offense Code/Penalty Guideline 5.22 -- Unprofessional Conduct)

15. Unprofessional Conduct; Security Violation: PENALTY: 3-day suspension. (Offense Codes/Penalty Guidelines 5.18, 5.22 -- Security Violation; Unprofessional Conduct)

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Quarterly E-Mails-13

1. Dereliction of Supervisory Duty: PENALTY: 14-day suspension. Offense Code 5.2 (Dereliction of Supervisory Responsibility).

2. Dereliction of Supervisory Duty: . PENALTY: 7-day suspension. Offense Code 5.2 (Dereliction of Supervisory Responsibility).

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3. DUI; Weapons Safety Violation; Lack of Candor Not Under Oath; Misuse of Position: PENALTY: 60-day suspension. Offense Codes 2.5 (Lack of Candor Not Under Oath), 2.8 (Misuse of Position), 4.4 (DUI re Privately Owned Vehicle), 5.8 (Failure to Report) and 5.13 (Weapon Safety Violation).

4. Investigative Deficiency: . PENALTY: 14-day suspension. Offense Code 1.6 (Investigative Deficiency re Improper Handling of Property in the Custody of the Government).

5. Lack of Candor Not Under Oath:

[redacted] PENALTY: 20-day suspension. Offense Codes 2.1 (False/Misleading Information re Employment Documents) and 2.5 (Lack of Candor Not Under Oath).

6. Lack of Candor Not Under Oath; Misuse of Gvt Vehicle; Time & Attendance Fraud: [redacted]

PENALTY: 60-day suspension and demotion to G$-13. Offense Codes 2.2 (False/Misleading Information re Fiscal Matters), 2.5 (Lack of Candor Not Under Oath), and 3.10 (Misuse of Government Vehicle - Title 31).

7. Lack of Candor Under Oath; Falsification of Documents: [redacted]

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[redacted] PENALTY: Dismissal. Offense Codes 2.2 (False/Misleading Information re Fiscal Documents), 2.5 (Lack of Candor Not Under Oath), and 2.6 (Lack of Candor Under Oath).

8. Misdemeanor: [redacted] PENALTY: 3-day suspension. Offense Code 4.8 (Misdemeanor).

9. Misuse of Government Credit Card: [redacted] PENALTY: Dismissal. Offense Codes 3.7 (Misuse of Government Credit Card re Gasoline Expenses) and 3.8 (Misuse of Government Credit for Personal Use).

10. Misuse of Government Credit Card: [redacted] PENALTY: 3-day suspension. Offense Code 3.8 (Misuse of Government Credit Card for Personal Use).

11. Misuse of Position: [redacted] PENALTY: 3-day suspension. Offense Code 2.8 (Misuse of Position).

12. Misuse of Position; Lack of Candor Not Under Oath:

PENALTY: 30-day suspension. Offense Codes 2.5 (Lack of Candor Not Under Oath) and 2.8 (Misuse of Position).

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13. Theft:

PENALTY: Dismissal. Employee resigned under inquiry. Offense Codes 2.5 (Lack of Candor Not Under Oath), 2.10 (Failure to Cooperate in OPR Matter), and 4.5 (Theft).

14. Time & Attendance Fraud:

PENALTY: Dismissal. Offense Codes 2.2 (False/Misleading Information re Fiscal Matters) and 2.3 (False/Misleading Information re Investigative Activity).

15. Unprofessional Conduct; Failure to Report:

PENALTY: 15-day suspension. Offense Codes 5.7 (Failure to Report) and 5.22 (Unprofessional Conduct).

16. Voucher Fraud:

PENALTY: Dismissal. Offense Code 2.2 (False/Misleading Information re Fiscal Matters).

FBI > Directors Office > Office of Professional Responsibility

Quarterly E-Mails: #14 - July 2009

1. Assault; Failure to Report; Unprofessional Conduct; Lack of Candor Under Oath:

PENALTY: Dismissal. Offense Codes 2.6 (Lack of Candor Under Oath), 4.1 (Assault/Battery), 5.8 (Failure to Report) and 5.21 (Unprofessional Conduct).

2. DUI, Insubordination, Failure to Report, Misuse of Position:

PROPOSED PENALTY: Dismissal. Employee retired under inquiry. Offense Codes 2.8 (Misuse of Position), 4.4 (DUI - Privately Owned Vehicle), 5.8 (Failure to Report) and 5.11 (Insubordination).

3. DUI; Unprofessional Conduct; Lack of Candor Not Under Oath; Misuse of Position

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PENALTY: 60-day suspension. Offense Codes 2.5 (Lack of Candor Not Under Oath), 2.8 (Misuse of Position), 4.4 (DUI - Privately Owned Vehicle), and 5.21 (Unprofessional Conduct).

4. Failure to Perform Prescribed Duties; Security Violation

PENALTY: 60-day suspension. Offense Codes 5.6 (Failure to Perform Prescribed Duties) and 5.17 (Security Violation).

5. Insubordination; Lack of Candor Not Under Oath

. PENALTY: 10-day suspension. Offense Codes 2.5 (Lack of Candor Not Under Oath) and 5.11 (Insubordination).

6. Insubordination; Lack of Candor Under Oath:

PENALTY: Dismissal. Offense Codes 2.6 (Lack of Candor Under Oath) and 5.11 (Insubordination).

7. Lack of Candor Under Oath; False Information in Official Documents:

PENALTY: Dismissal. Offense Codes 2.3 (False Information re Investigative Activity) and 2.6 (Lack of Candor Under Oath).

8. Lack of Candor Under Oath; Investigative Deficiency; Violation of Operational Guidelines:

PENALTY: Dismissal. Offense Codes 1.7 (Investigative Deficiency re Judicial Proceedings), 1.8 (Investigative Deficiency re Operational Guidelines), 2.6 (Lack of Candor Under Oath) and 5.22 (Unprofessional Conduct).

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9. Loss of Government Property

PENALTY: 14-day suspension. Offense Code 3.3 (Loss of Government Property).

10. Misuse of Database; Unauthorized Disclosure; Lack of Candor Not Under Oath:

PENALTY: Dismissal. Offense Codes 2.5 (Lack of Candor Not Under Oath), 3.5 (Misuse of FBI Databases) and 4.9 (Unauthorized Disclosure - Classified/Law Enforcement Sensitive).

11. Misuse of Government Property:

PENALTY: 5-day suspension. Offense Code 3.11 (Misuse Government Property).

12. Unauthorized Disclosure

PENALTY: 10-day suspension. Offense Code 4.9 (Unauthorized Disclosure of Law Enforcement Sensitive Information).

13. Violation of Operational Guideline

PENALTY: 3-day suspension. Offense Code 1.5 (Violation of Operational Guidelines re Source).

14. Violation of Operational Guidelines:

PENALTY: 7-day suspension. Offense Code 1.8 (Investigative Deficiency re Violation of Operational Guidelines).

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15. Violation of Operational Guidelines

PENALTY: 10-day suspension. Offense Code 1.8 (Investigative Deficiency re Violation of Operational Guidelines).

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For questions or comments, contact [redacted] TSD) (FBI) Last modified on 7/8/2009 8

Quarterly E-Mails: #15 - October 2009

1. Accidental Discharge:

PENALTY: 3-day suspension. Offense Code 5.14 (Misuse of Weapon - Accidental Discharge).

2. DUI; Misuse of Government Vehicle; Weapons Safety Violation:

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PENALTY: Dismissal. Offense Codes 3.10 (Misuse of Government Vehicle), 4.3 (DUI), and 5.13 (Misuse of Weapon - Safety Violation).

3. Investigative Deficiency:

. PROPOSED PENALTY: 60-day suspension and loss-of-effectiveness transfer. Employee resigned prior to final decision. Offense Code 1.6 (Investigative Deficiency).

4. Misuse of Computers:

PENALTY: 7-day suspension. Offense Code 3.6 (Misuse of Government Computers).

5. Misuse of Databases:

PENALTY: 7-day suspension. Offense Code 3.5 (Misuse of Government Databases).

6. Misuse of Government Credit Card:

PENALTY: 60-day suspension. Offense Code 3.8 (Misuse of Government Credit Card).

7. Security Violation:

PENALTY: 3-day suspension. Offense Code 5.17 (Security Violation).

8. Security Violation; Unprofessional Conduct:

PENALTY: 10-day suspension. Offense Codes 5.18 (Security Violation) and 5.22 (Unprofessional Conduct).

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9. Sexual Harassment; Retaliation; Insubordination:

PENALTY: Dismissal. Offense Codes 2.6 (Lack of Candor Under Oath), 5.2 (Dereliction of Supervisory Responsibility), 5.11 (Insubordination), 5.16 (Retaliation), and 5.20 (Sexual Misconduct).

10. Theft:

PENALTY: Dismissal. Offense Codes 2.6 (Lack of Candor Under Oath) and 4.5 (Theft).

11. Unprofessional Conduct; Misdemeanor:

[redacted] PENALTY: 30-day suspension. Offense Codes 4.8 (Misdemeanor) and 5.21 (Unprofessional Conduct).

12. Unprofessional Conduct; Misuse of Databases; Misuse of Computers:

[redacted] PENALTY: Dismissal. Offense Codes 3.5 (Misuse of FBI Databases), 3.6 (Misuse of Government Computers), 5.21 (Unprofessional Conduct Off Duty), 5.22 (Unprofessional Conduct On Duty).

13. Unauthorized Disclosure: [redacted]

[redacted] PENALTY: 1-day suspension. Offense Code 4.9 (Unauthorized Disclosure).

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For questions or comments, contact [redacted] (DO)(FBI) Last modified on 1/21/2011 5:1

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Quarterly E-Mails: #16 - January 2010

1. Assault and Battery:

PENALTY: 7-day suspension. Offense Code 4.1 (Assault and Battery).

2. Failure to Report:

PENALTY: 5-day suspension. Offense Code 5.7 (Failure to Report).

3. Falsification of Employment Documents

PENALTY: 60-day suspension. Offense Codes 2.1 (False Information in Employment Documents) and 2.4 (False Information re Other Official Matters).

4. Improper Handling of Evidence:

PENALTY: letter of censure. Offense Code 1.6 (Investigative Deficiency - Improper Handling of Evidence).

5. Improper Payments to Source:

PENALTY: 3-day suspension. Offense Code 1.2 (Improper Financial Relationship w/ Source).

6. Improper Relationship with Subordinate:

PENALTY: 15-day suspension. Offense Code 5.10 (Improper Relationship with Subordinate).

7. Lack of Candor Under Oath

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PENALTY: Dismissal. Offense Codes 2.5 (Lack of Candor Not Under Oath), 2.6 (Lack of Candor Under Oath), and 5.4 (Disruptive Behavior).

8. Lack of Candor Under Oath:

PENALTY: Dismissal. Offense Codes 2.5 (Lack of Candor Not Under Oath); 2.6 (Lack of Candor Under Oath), 4.1 (Assault and Battery), and 5.13 (Weapons Safety Violation).

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9. Misuse of Position:

PENALTY: letter of censure. Offense Code 2.8 (Misuse of Position).

10. Misuse of Position:

PENALTY: 5-day suspension. Offense Code 2.8 (Misuse of Position).

11. Misuse of Position:

PENALTY: 7-day suspension. Offense Code 2.8 (Misuse of Position).

12. Misuse of Position:

. PENALTY: 10-day suspension. Offense Code 2.9 (Misuse of Position).

13. Misuse of Position; Engaging in Misdemeanor:

PENALTY: 3-day suspension. Offense Codes 2.8 (Misuse of Position) and 4.8 (Engaging in Misdemeanor).

14. Security Violation:

PENALTY: 5-day suspension. Offense Code 5.17 (Security Violation).

15. Theft:

PENALTY: Dismissal. Offense Code 4.5 (Theft).

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16. Time & Attendance (T&A) Fraud:

PENALTY: 25-day suspension. Offense Code 2.2 (False Information re Fiscal Matters).

17. T&A Fraud:

PENALTY: 40-day suspension. Offense Code 2.2 (False Information re Fiscal Matters).

18. T&A Fraud:

[redacted] PENALTY: Dismissal. Offense Code 2.2 (False Information re Fiscal Matters).

19. T&A Fraud: [redacted]

[redacted] PENALTY: Dismissal. Offense Codes 2.2 (False Information re Fiscal Matters), 2.3 (False Information re Investigative Activity), and 5.23 (Violation of Miscellaneous Rules).

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20. Violation of Operational Guidelines [redacted]

[redacted] PENALTY: 14-day suspension. Offense Code 1.8 (Investigative Deficiency - Violation of Operational Guidelines).

For questions or comments, contac[redacted]OO)(FBI) Last modified on 1/4/2010 1[redacted] M

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FBI > Directors Office > Office of Professional Responsibility

QuarterlyE-mails-17

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OPR's Quarterly All Employee E-Mail – April 2010 Edition

Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which can be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. Prior Quarterly E-Mails are posted on OPR's website. Please feel free to contact our office at 202.220.7800 if you have any questions or concerns. Thank you.

Candice M. Will

Assistant Director

Office of Professional Responsibility

1001 Pennsylvania Avenue, Suite 444 North

202-220-7800

The Office of Inspector General has asked OPR to remind:

(1) EMPLOYEES of their obligation to promptly report allegations of misconduct to the FBI's Inspection Division (INSD), Internal Investigations Section (IIS), FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535, or the Department of Justice (DOJ), Office of Inspector General (OIG), 1425 New York Avenue N.W., Suite 7100, Washington, DC 20530. This reporting must be in writing (any format – email, EC, letter, etc.) and needs to include sufficient detail for INSD/IIS or DOJ/OIG to determine whether an investigation should be initiated based on the allegation; and

(2) FIELD and HQ DIVISIONS of their obligation to promptly forward allegations of misconduct, including the date on which the Field/HQ Division became aware of the misconduct, to INSD/IIS, FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535.

Examples of Recent Adjudications:

1. Assault and Battery:

PENALTY: 25-day suspension. Offense: *Assault and Battery* 4.1

2. Disruptive Behavior:

PENALTY: 5-day suspension. Offense: *Disruptive Behavior* 5.4

3. DUI:

PENALTY: 45-day suspension. Offense: *DUI in Privately-Owned Vehicle* 4.4

4. DUI; Misuse of Position:

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[redacted] PENALTY: 50-day suspension. Offenses: *Misuse of Position* 2.8; *DUI in Government Vehicle* 4.3

5. **Ethics Violation:** [redacted] PENALTY: 10-day suspension. Offense: *Violation of Ethical Guidelines* 2.12

6. **Investigative Deficiency:** [redacted] PENALTY: 14-day suspension. Offense: *Investigative Deficiency re Judicial Proceedings* 1.7

7. **Investigative Deficiency:** [redacted] PENALTY: 14-day suspension. Offense: *Investigative Deficiency re Proper Handling of Documents* 1.6

8. **Investigative Deficiency; Lack of Candor Not Under Oath:** [redacted] PENALTY: 22-day suspension. Offenses: *Investigative Deficiency re Judicial Proceedings* 1.7; *Lack of Candor Not Under Oath* 2.5

9. **Improper Relationship w/ Criminal Element; Violation of Source Guidelines:** [redacted] PENALTY: 26-day suspension. Offenses: *Violation of Source Guidelines* 1.5; *Misuse of FBI Database* 3.5; *Unauthorized Disclosure* 4.10; *Improper Relationship* 5.9

10. **Misdemeanor; Unprofessional Conduct:** [redacted] PENALTY: 12-day suspension. Offenses: *Misdemeanor* 4.8; *Unprofessional Conduct* 5.21

11. **Misuse of FBI Databases; Failure to Report; Lack of Candor Under Oath:** [redacted] PENALTY: Proposed dismissal. Employee resigned after being proposed for dismissal. Offenses: *Lack of Candor Under Oath* 2.6; *Misuse of FBI Databases* 3.5; *Failure to Report* 5.7

12. **Misuse of Government Credit Card:** [redacted] PENALTY: 18-day suspension. Offense: *Misuse of Government Credit Card* 3.8

13. **Unprofessional Conduct:** [redacted] PENALTY: 10-day

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FBI > Directors Office > Office of Professional Responsibility

Quarterly E-mail #18

NOT FOR PUBLIC DISSEMINATION

OPR's Quarterly All Employee E-Mail -- July 2010 Edition

Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which can be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. Prior Quarterly E-Mails are posted on OPR's website. Please feel free to contact our office at 202.220.7800 if you have any questions or concerns. Thank you.

Candice M. Will

Assistant Director

Office of Professional Responsibility

1001 Pennsylvania Avenue, Suite 444 North

202-220-7800

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(2) FIELD and HQ DIVISIONS of their obligation to promptly forward allegations of misconduct, including the date on which the Field/HQ Division became aware of the misconduct, to INSD/IIS, FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535.

Examples of Recent Adjudications:

1. Assault and Battery:

PENALTY: 7-day suspension. OFFENSE: *Assault and Battery* 4.1.

2. Failure to Honor Obligations:

PENALTY: 7-day suspension. OFFENSE: *Failure to Honor Obligations* 5.5.

3. False Information:

PENALTY: Proposed for dismissal. Employee resigned thereafter. OFFENSES: *False Information in Employment/Security Documents* 2.1; *Lack of Candor Under Oath* 2.6;

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Misuse of FBI Databases 3.5; *Security Violation* 5.18.

4. False Information; Failure to Perform Prescribed Duties: [redacted] PENALTY: 33-day suspension. OFFENSES: *False Information re Investigative Activity* 2.3; *Failure to Perform Prescribed Duties* 5.6.

5. Felony: [redacted] PENALTY: Summary dismissal. OFFENSE: *Felony* 4.7.

6. Indecent Acts: [redacted] PENALTY: Proposed for dismissal. Employee resigned thereafter. OFFENSE: *Indecent Acts* 4.6.

7. Investigative Deficiency: [redacted] PENALTY: Proposed for dismissal. Employee resigned thereafter. OFFENSES: *Violation of Source Guidelines* 1.5; *Investigative Deficiency* 1.6; *Misconduct Related to Judicial Proceedings* 1.7; *Insubordination* 5.11.

8. Investigative Deficiency: [redacted] PENALTY: letter of censure. OFFENSE: *Investigative Deficiency* 1.6.

9. Investigative Deficiency; False Information: [redacted] PENALTY: Proposed for dismissal. Employee resigned thereafter. OFFENSES: *Investigative Deficiency* 1.6; *False/Misleading Information re Official Matters* 2.4.

10. Lost Weapon: [redacted] PENALTY: 3-day suspension. OFFENSE: *Loss of Weapon* 3.4.

11. Misuse of FBI Database; Unauthorized Disclosure: [redacted] PENALTY: 7-day suspension. OFFENSES: *Misuse of FBI Databases* 3.5; *Unauthorized Disclosure* 4.10.

12. Misuse of Government Vehicle: [redacted] PENALTY: 60-day suspension. OFFENSES: *Misuse of Government Vehicle* 3.9 and 3.10.

13. Misuse of Position: [redacted] PENALTY: 7-day suspension. OFFENSE: *Misuse of Position* 2.8.

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14. Misuse of Position

PENALTY: 14-day suspension. OFFENSE: *Misuse of Position* 2.8.

15. T&A Fraud; Insubordination:

PENALTY: 37-day suspension. OFFENSES: *False Information re Fiscal Matters* 2.2; *Insubordination*

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For questions or comments, contac [redacted] DO)(FBI) Last modified on 1/3/2011 11:58:53 AM

FBI > Directors Office > Office of Professional Responsibility

QuarterlyE-mails-19

NOT FOR PUBLIC DISSEMINATION

OPR's Quarterly All Employee E-Mail -- October 2010 Edition

Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which can be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. Prior Quarterly E-Mails are posted on OPR's website. Please contact our office at 202.220.7800 if you have any questions or concerns. Thank you.

Candice M. Will

Assistant Director

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(2) FIELD AND HQ DIVISIONS of their obligation to promptly forward allegations of misconduct, including the date on which the Field/HQ Division became aware of the misconduct, to INSD/IIS, FBIHQ, 935 Pennsylvania Avenue N.W., Room 3041, Washington, DC 20535.

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Examples of Recent Adjudications:

1. Criminal Conduct: [redacted] PENALTY: Summary Dismissal. OFFENSE: *Felony* 4.7.

2. DUI: [redacted] PENALTY: 45-day suspension. OFFENSE: *DUI in Privately Owned Vehicle* 4.4.

3. Investigative Deficiency: [redacted] PENALTY: letter of censure. OFFENSE: *Investigative*

Deficiency - Improper Handling of Evidence 1.6.

4. Investigative Deficiency; Insubordination: [redacted]

PENALTY: 14-day suspension. OFFENSES: *Investigative Deficiency - Violation of Operational Guidelines* 1.8; *Insubordination* 5.11.

5. Misuse of Position: [redacted]

PENALTY: 14-day suspension. OFFENSE: *Misuse of Position* 2.8.

6. Misuse of Position; Lack of Candor: [redacted]

PENALTY: Dismissal. OFFENSES: *Lack of Candor Under Oath* 2.6; *Lack of Candor Not Under Oath* 2.5; *Misuse of Position* 2.8.

7. Security Violations: [redacted]

PENALTY: oral reprimand. OFFENSES: *Security Violation* 5.17.

8. Sexual Misconduct; Security Violation; Lack of Candor: [redacted]

PENALTY: Dismissal. OFFENSES: *Lack of Candor Under Oath* 2.6; *Unauthorized Access of FBI Databases* 3.5; *Security Violation* 5.18; *Sexual Misconduct* 5.20.

9. Theft; Lack of Candor; Failure to Honor Debts: [redacted]

PENALTY: Dismissal. OFFENSES: *Lack of Candor Under Oath* 2.6; *Theft* 4.5; *Failure to Honor Just Debts* 5.5.

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10. Unauthorized Disclosure: [redacted]

PENALTY: 1-day suspension. OFFENSE: *Unauthorized Disclosure* 4.9.

11. Unprofessional Conduct: [redacted]

PENALTY: 30-day suspension. OFFENSE: *Unprofessional Conduct* 5.21.

12. Unprofessional Conduct: [redacted]

PENALTY: 1-day suspension. OFFENSE: *Unprofessional Conduct* 5.21.

13. Unprofessional Conduct: [redacted]

[redacted] PENALTY: 15-day suspension. OFFENSE: *Unprofessional Conduct* 5.22.

14. Voucher Fraud; Lack of Candor; [redacted]

[redacted] PENALTY: 60-day suspension. OFFENSES: *False Information re Fiscal Matters* 2.2; *Lack of Candor Not Under Oath* 2.5.

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For questions or comments, contact [redacted]OO)(FBI) Last modified on 1/3/2011 12:36:53 PM

FBI > Directors Office > Office of Professional Responsibility

Quarterly E-mail - 20

NOT FOR PUBLIC DISSEMINATION

OPR's Quarterly All Employee E-Mail – January 2011 Edition

Set forth below are examples of cases adjudicated by the Office of Professional Responsibility (OPR) during the last quarter. OPR sends these Quarterly E-Mails to educate employees about the Bureau's standards of conduct and to aid employees in steering clear of ethical pitfalls and other violations. In adjudicating employee misconduct cases, OPR is guided by the FBI's Offense Table and Penalty Guidelines, which may be found on OPR's website. Penalties may vary based on mitigating and aggravating factors unique to an individual case. **OPR's Quarterly E-Mails do not include cases in which an employee is found to have done nothing wrong; although not discussed in its Quarterly E-Mails, OPR unsubstantiates a significant percentage of allegations made against employees.** Prior Quarterly E-Mails are posted on OPR's website. Please contact our office at 202.220.7800 if you have any questions or concerns. Thank you.

Candice M. Will

Assistant Director

Office of Professional Responsibility

1001 Pennsylvania Avenue, Suite 444 North

202-220-7800

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Examples of Recent Adjudications:

1. DUI; Engaging in Misdemeanor

PENALTY: 40-day suspension. OFFENSES: *DUI in Privately-Owned Vehicle* 4.4; *Committing Misdemeanor* 4.8.

2. False Information on Official Document; Misuse of Government Computer

PENALTY: 7-day suspension. OFFENSES: *False Information re Official Matters* 2.4; *Misuse of Government Computer* 3.6.

3. Impersonating an Agent; Failure to Report Contact with Law Enforcement:

PENALTY: 60-day suspension. OFFENSES: *Impersonating an Agent* 2.9; *Failure to Report* 5.8.

4. Insubordination

PENALTY: 14-day suspension. OFFENSE: *Insubordination* 5.11.

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5. Insubordination; Unauthorized Disclosure; Misuse of Government Database:

PENALTY: 14-day suspension. OFFENSES: *Misuse of Government Databases* 3.5; *Unauthorized Disclosure* 4.10; *Insubordination* 5.11.

6. Lack of Candor Under Oath; Failure to Honor Just Debts; Fraud/Theft:

PENALTY: Dismissal. OFFENSES: *Lack of Candor Under Oath* 2.6; *Fraud/Theft* 4.5; *Failure to Honor Just Debts* 5.5.

7. Lack of Candor Under Oath; Obstruction of Disciplinary Process:

PENALTY: Dismissal. OFFENSES: *Lack of Candor Under Oath* 2.6; *Obstruction of OPR Process* 2.11.

8. Misuse of Government Credit Card:

PENALTY: 15-day suspension. OFFENSE: *Misuse of Government Credit Card* 3.8.

9. Misuse of Government Database; Failure to Report; Security Violation:

PENALTY: 23-day suspension. OFFENSES: *Misuse of*

Government Database 3.5; *Failure to Report* 5.7; *Security Violation* 5.17.

10. Misuse of Government Database; False Information on Official Document: PENALTY: 30-day suspension. OFFENSES: *Misuse of FBI Databases* 3.5; *False Information re Official Matters* 2.4.

11. Misuse of Position: PENALTY: 1-day suspension. OFFENSE: *Misuse of Position* 2.8.

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12. Sexual Harassment: PENALTY: 45-day suspension and demotion to non-supervisory position. OFFENSE: *Sexual Harassment* 5.20.

13. Sexual Harassment; Violation of Ethical Guidelines: PENALTY: 45-day suspension and demotion to non-supervisory position. OFFENSES: *Sexual Harassment* 5.20; *Violation of Ethical Guidelines* 2.12.

14. Time & Attendance Fraud: PENALTY: 15-day suspension. OFFENSE: *False Information re Fiscal Matters* 2.2.

15. Violation of Miscellaneous Rules: PENALTY: Oral Reprimand. OFFENSE: *Violation of Miscellaneous Rules* 5.23.

16. Violation of Miscellaneous Rules; Obstruction of Disciplinary Process:

[redacted] PENALTY: 30-day suspension. OFFENSES: *Violation of Miscellaneous Rules* 5.23, *Obstruction of OPR Process*, 2.11.

Please remember all employees are required to promptly report, in writing, allegations of misconduct to the FBI's Inspection Division (INSD), Internal Investigations Section (IIS), or the Department of Justice (DOJ), Office of the Inspector General (OIG). Please also remember all Field and HQ Divisions are required to promptly forward allegations of misconduct, including the date on which the Field/HQ Division became aware of the misconduct, to INSD/IIS.

For questions or comments, contact [redacted] DO)(FBI) Last modified on 1/21/2011 5:48:40 PM

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